

# Local Jobs Plan

## Adelaide North Employment Region | SA | January 2023

Workforce Australia Local Jobs (Local Jobs) is a program that supports tailored approaches to accelerate reskilling, upskilling and employment pathways in response to current and emerging local workforce needs.

### Local Jobs elements

#### Local Jobs Plan

The Local Jobs Plan sets out the skills and employment challenges and priorities of the region, and associated strategies that will drive the design and implementation of activities to be implemented to address these challenges.

#### Employment Facilitators

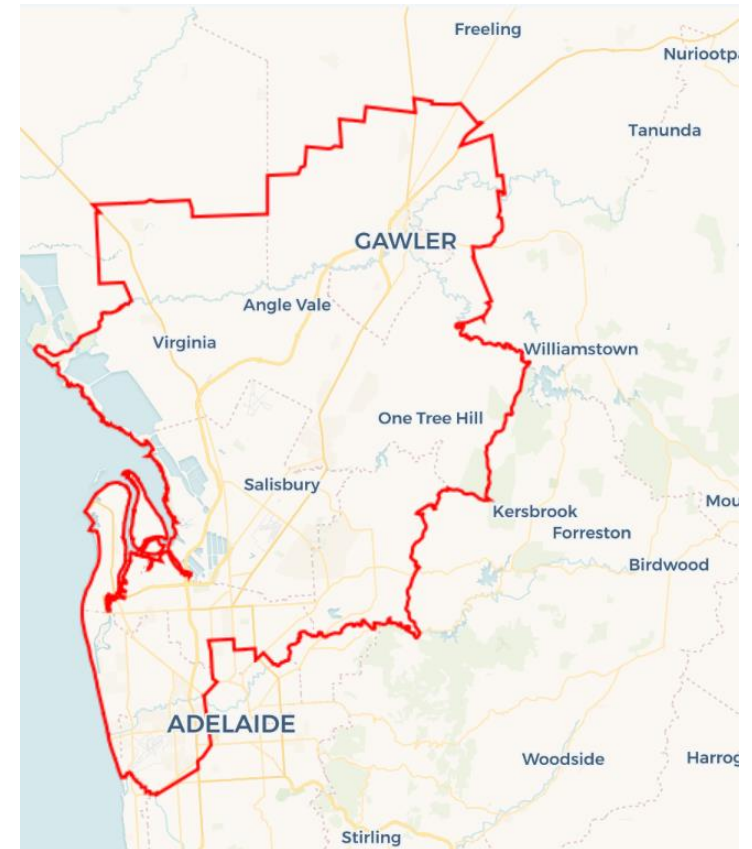
Employment Facilitators and Support Officers support the delivery of the program by bringing together key stakeholders including businesses, employment services providers, and higher education and training organisations.

#### Local Jobs and Skills Taskforce

Each Employment Region has its own Taskforce. Representatives include local stakeholders who have demonstrated experience in upskilling, reskilling, and an ability to represent, connect and collaborate with others in the region to meet labour market needs.

#### Local Recovery and National Priority Funds

The Local Recovery Fund supports projects that meet the priorities identified in the Local Jobs Plan. The National Priority Fund provides funding for innovative local solutions to address structural barriers to employment.



Explore labour market insights for the [Adelaide North](#) Employment Region

### Local labour market challenges in the region

- Skills gap between vacancies and available participants.
- Gaps in funded skills training of new and existing workers in industries such as the construction and supply chain industries.
- High numbers of long term unemployed and disadvantaged people across the region.
- High levels of workforce demand across multiple sectors in the region.

### Local jobs and skills priorities and strategies in the region

#### Priority 1 – Supply chain – transport and logistics

##### What are our challenges and opportunities?

The supply chain sector was significantly affected during the COVID-19 border closures and lockdowns during 2020 and 2021. A skilled workforce is needed to load and unload freight from shipping, rail and trucking, and to drive goods across the country, intrastate and in metropolitan areas. This industry is currently highly unrepresented in the pre-employment support services sector.

##### How are we responding?

- We are collaborating with shipping, rail and trucking businesses, group training organisations, training companies and other stakeholders to build the profile and raise awareness of employment opportunities in the sector.
- We are working with local stakeholders to coordinate the range of training options in line with current labour demand in the region to provide people with a single, streamlined pathway to upskilling and reskilling information.
- We are working with each layer of Government to support the industry in finding funding solutions to upskill new and existing workers in the sector.

#### Priority 2 – Care and support sector – health, disability, aged and child care

##### What are our challenges and opportunities?

This sector expects a national shortage of over 1 million people over the next 40 years. The Adelaide North Employment Region requires 5,000 people in the next decade in just the public hospital setting. Significant support is needed to attract and retain the local workforce required.

##### How are we responding?

- We are working with the Northern Adelaide Health Wellbeing Partnership and its stakeholders, and are involved in its working groups to attract and retain local people to this growth sector. The group is coordinating the range of training options (full qualification, short course, and micro-credential) directly linked to current labour demand in the region to provide people with a single, streamlined pathway to upskilling and reskilling information.
- We are supporting the industry with promotion and showcasing of innovative projects available across the region.
- We commenced activity for the sector with the health, disability and aged care roadshow across five of the region's Local Government Areas in 2022. The sector will be heavily represented in the annual Western Adelaide Jobs Expo and supported with other niche events throughout 2023.

### Priority 3 – Building and construction

#### What are our challenges and opportunities?

There is significant demand for labour in the construction and infrastructure sector, which was previously affected by COVID-19 shutdowns across the industry and material shortages. These shortages have been further affected by recent flooding. With building and construction of the South Road project continuing from West Thebarton in western Adelaide, and defence projects still to be built in the region, the current demand for building and construction workers remains high.

#### How are we responding?

- We are working with industry specialists and employers to create partnerships and community groups to attract workers to this sector. Specific First Nations construction programs are being developed to meet workforce needs across the large infrastructure projects in the region.
- The Taskforce is working together to identify recruitment needs, required skills and the potential timelines for infrastructure projects in the region.

### Priority 4 – Agribusiness

#### What are our challenges and opportunities?

There are a large number of vacancies in the agriculture and horticulture sector since the initial COVID-19 impact in 2020. Prior to the pandemic, backpackers and migrants largely filled these workforce needs. For many years, the limited transport and infrastructure in the Northern Adelaide Plains has been a significant challenge. The industry also needs suitable skills training and education for new and existing workforce across the sector.

#### How are we responding?

- The Taskforce is working closely with industry experts and employers to create skills and training programs, along with community organisations and their adult learning options, for local participants to enter the industry.
- We are working with the Northern Adelaide Plains Food Cluster to promote opportunities with the employers of the region through videos on social media, expos, participant workshops and forums.
- We are working with the Northern Adelaide Plain Food Cluster to support the development of a local training centre. Using the Virginia Horticulture Centre as a base for the program, this approach has potential to bring employees to the region.

### Priority 5 – Young people

#### What are our challenges and opportunities?

Youth unemployment in the Adelaide North Employment Region is consistently above the national and state average. Entry-level positions were impacted over the COVID-19 period leading to further disengagement from employment, training and education.

#### How are we responding?

- We are working with local services and community groups and are assisting in the creation of projects to deliver vocational and non-vocational programs to improve pathways for young people entering into education, training and employment. These programs will be tailored accordingly to the needs of young people, with culturally appropriate delivery and considerations of current capacity.
- We are involved in multiple working groups associated with assisting youth across the community. We are working with stakeholders to create events and forums to improve knowledge of what opportunities are available in the current labour market.

### Priority 6 – Culturally and Linguistically Diverse (CALD) participants

#### What are our challenges and opportunities?

The Adelaide North Employment Region has a large number of people from a migrant and refugee background who are currently not employed in areas of local market demand.

#### How are we responding?

- Our Taskforce is working on the development of a video library highlighting different career opportunities in the areas of the highest needs in the region. We are translating these resources into the languages most spoken in the region.
- Our Taskforce is developing and implementing overarching industry-specific recruitment models in areas of regional skills shortages that expedite business and individual connections. These will be tailored to individual business needs and enable collaboration to increase engagement. We are also working with experts in the field of cultural awareness for employers and implementing a better understanding of workplace culture for participants.
- We are supporting individuals and businesses to build entrepreneurial capability and innovate in response to new and emerging economic opportunities in the region.

### Want to know more?

- Contact: Rosslyn Ward, Adelaide North Employment Facilitator: [rosslyn.ward@employmentfacilitator.com.au](mailto:rosslyn.ward@employmentfacilitator.com.au)
- Visit: [Local Jobs](#) or [Workforce Australia](#)